

EEAS Vacancy Notice

Seconded National Expert in the “Peace, Partnerships and Crisis Management” Directorate (MD-PSD.PCM)

Policy Officer

Integrated Approach for Peace and Security Division (MD-PSD.PCM.1)

COST-FREE

AD level post

Job No 461404

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of her mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), of representing the EU and of chairing the Foreign Affairs Council. It also supports the High Representative in her capacity as Vice-President of the Commission with regard to her responsibilities within the Commission in the external relations field including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

Within PCM ('Peace, Partnerships & Crisis Management Directorate'), the 'Integrated Approach for Peace & Security' Division (PCM.1) plays a critical role in the European Union's response to external conflicts and crises. Its primary aim is to ensure consistency in policies and effective coordination among various EU instruments, in line with the strategic and political priorities of the EU, as spelled out i.a. in the White Paper on the future of European Defence, the Preparedness Union Strategy, the Strategic Compass and the Civilian CSDP Compact. To achieve this, the Division spearheads a number of key horizontal policies and is the lead service on the CSDP Training Policy, impact evaluation of civilian CSDP missions, and knowledge management. It is the knowledge hub for Political Frameworks for Crisis Approaches (PFCAs) and works in close collaboration with the EEAS geographic divisions, ensuring comprehensive and context-specific EU strategies.

PCM.1 is structured along two sectors:

- The '**Human Security and Governance**' sector leads on several horizontal and thematic policies, relevant to human security and governance across all aspects of security and defence. Specific policies include Security Sector Reform and Governance (SSR/G), Disarmament, Demobilisation, and Reintegration (DDR), the Climate and Security Nexus, Cultural Heritage in Conflicts and Crisis, Stabilisation, Youth, Peace and Security, and Human Rights Due Diligence. The sector is responsible for several inter-service working groups and dialogues with partners, including the EU Civil Society Dialogue Network.
- Sector 2 on **Evaluation and Knowledge Management** stimulates a culture of continuous learning and development in the area of Peace, Security and Defence, by conducting and supporting impact evaluations, lessons processes, after action reviews and providing methodological guidance. It is working on impact evaluation of Civilian CSDP missions, an online platform EU Knowledge4Peace (EUK4Peace) and coordinates the implementation of the CSDP training policy.

We propose:

The successful candidate will join the PCM.1 Division in the Managing Directorate Peace, Security and Defence (MD-PSD), the Sector 'Human Security and Governance' in PCM1, contributing to the EEAS'

work in conflict and crisis contexts, in line with the **strategic and political priorities of the High Representative of the Union for Foreign Affairs and Security Policy**.

The role will focus on **implementing the EU Integrated Approach to Peace and Security, with a particular emphasis on Security Sector Governance and Reform (SSG/R) and Stabilisation**. The successful candidate's role is to ensure full alignment with key EU external action tools, such as the European Peace Facility and the Common Security and Defence Policy, to ensure coherence and mutual support among all actions. He or she will also be responsible for fostering strong links with Commission programming in the relevant countries, with a particular focus on Ukraine and the broader Eastern Neighbourhood of the European Union.

Functions and Duties:

- **Engagement in conflict prone areas:** In line with the political EU priorities, contribute to the development of comprehensive EU strategies (e.g. Political Framework for Crisis Approach, EU Option Papers, Concepts) for conflict-affected and fragile countries, with a **particular focus on Ukraine and the broader Eastern Neighborhood of the EU**.
- Co-ordinate activities with geographic and thematic divisions, operational units within the EEAS, as well as with the European Commission and EU Delegations, in view of strengthening the EU Integrated Approach.
- Contribute to the development and implementation of the EU policies of **Security Sector Reform and Governance (SSR/G) and Stabilisation**;
- Liaise with relevant stakeholders within the EU as well as internationally, such as UN, AU, NATO, OSCE. Participate in the Council meetings and activities organised and conducted by International Organisations, Member States, partner countries and other entities as needed.
- **Planning and Coordination:** Assist in the coordination of SSG/R and stabilisation efforts across EU services, Member States, and third-party partners. This involves preparing briefings, reports, and strategic analysis papers that inform high-level decision-making processes within the EU's crisis management framework.
- **Liaison with Partners:** Act as a focal point for coordination between the EEAS, EU Member States, and international partners, in particular the UN. Ensure that EU efforts are coherent with broader international security and development agendas.
- **Inter-Service Coordination:** Collaborate with other EEAS divisions, relevant DGs of the European Commission, the Service for Foreign Policy Instruments (FPI) and EU Delegations to ensure integrated crisis/conflict response strategies.
- **Support to Policy Formulation:** Provide input and strategic guidance on relevant EU initiatives, ensuring that they reflect broader EU priorities on conflict prevention, peacebuilding, and crisis management.
- **Cross-cutting horizontal priorities:** Support making links between the wider horizontal priorities of the EU, in particular human rights and gender, as well as climate change and security.

We are looking for:

We are looking for an energetic, proactive and motivated expert who will be working in a friendly and dynamic environment and wants to contribute to implementing and advancing the EU's Integrated Approach to external crises and conflicts, and to strengthen the way the EU brings together its expertise and instruments, to deliver greater impact in fragile and conflict-affected areas.

The expert for this post is expected to have a good understanding of the EU crisis management toolbox. The expert will be likely to conduct field missions to conflict affected countries.

Legal basis:

- This vacancy is to be filled in accordance with the EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy HR DEC(2014) 01 of 04/02/2014 establishing the rules applicable to National Experts seconded to the European External Action Service.

Eligibility criteria:

Candidates must:

- a) Be drawn from public administrations in Member States, from international organisations or, only in exceptional cases and with prior authorisation from other sources;
- b) Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function groups AD or AST as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants of the Union¹ or, where justified in the interests of the service, professional training of an equivalent level.²;
- c) Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties;
- d) Have a security clearance of minimum level **EU-SECRET/SECRET-UE** for the functions that he/she will carry out;
- e) Remain in the service of the employer throughout the period of secondment and shall be paid by that employer;
- f) Remain subject to the social security legislation applicable to the public administration, international administration or entity which employs the SNE and which will assume responsibility for expenses incurred abroad. In case of posting to an EU Delegation, the employer certifies that the SNE is covered for medical expenses incurred at the place of secondment, as well as costs of repatriation on health grounds throughout the full period of secondment;
- g) Ensure that there is no conflict of interest and that he/she will, at all times, safeguard the independence and coherence of EU foreign policy as well as the integrity and confidentiality of EU documentation, information and procedures.

Selection criteria:

A. Qualifications and experience required

- university diploma;
- minimum of three years' relevant professional experience and ideally field-based professional experience from fragile and conflict affected countries;
- have experience and knowledge of CFSP and CSDP

In addition:

- Experience in policy development and coordination at the strategic level;
- Experience of working in an Embassy, a Delegation, CSDP mission or operation (or equivalent in an international organisation);
- Work experience on Human Rights and Rule of Law related areas
- Knowledge of other than EU languages
would be considered assets for this position.

B. Skills required

¹ Regulation (EEC, Euratom, ECSC) No 259/68 of the Council of 29 February 1968 (OJ L 56, 4.3.1968, p.1) and successive amendments.

² Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Union (CEOS). For reference, see: <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1570023902133&uri=CELEX:01962R0031-20190101>

- have the ability to remain objective in complex scenarios and to display sensitivity and sound judgement;
- have good organisational skills, the ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- have excellent drafting and communication skills;
- have excellent negotiating skills in a multinational environment;
- have the ability to work professionally as a member of the division, in mixed-composition task forces and working groups, in an interesting but challenging environment;
- good computer skills are essential, notably in word processing, spreadsheets, presentations software, Internet / Intranet and email systems. Knowledge of other IT tools would be an asset.
- national security clearance at **EU-SECRET /SECRET-UE** level. Such clearance needs to be obtained from the competent authorities before secondment to the European External Action Service. It must be valid for the entire period of secondment. In its absence, the EEAS reserves the right to refuse the secondment as a national expert.

C. Languages

- thorough knowledge of one EU working language and satisfactory knowledge of another one are required; in practical terms, in order to perform required duties, that means an excellent command of written and spoken English, in particular good report-writing skills; good knowledge of written and spoken French is desirable;

D. Personal Qualities

- maintain the highest standards of personal integrity, impartiality and self-discipline. The expert must exercise the greatest discretion with regard to all facts and information coming to his/her knowledge in the performance of his/her duties;
- possess dynamic motivated and flexible personality Be able to adapt quickly to new situations and deal with new challenges, including missions in conflict area.

Equal opportunities

- The EEAS is committed to an equal opportunities policy for all its staff and applicants. The EEAS is committed to promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a service which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.
- Candidates with disabilities are invited to contact SNE-CSDP@eeas.europa.eu in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure with equal opportunities as other candidates. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Art 1(d) (4) of the Staff Regulations.

Conditions of secondment

Cost-free SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.

Duration of the secondment: Initial period up to two years, renewable up to four years.

The EEAS will cover:

- costs of professional travels (missions) incurred by the SNE posted in the EEAS HQ;
- accident insurance 24/7 for SNE (not family members).

Other expenses such as removal costs, allowances, salary, insurance, schooling (while the SNE maintains the right to enrol the children in an [European School Type I](#))^[3] and costs related to the enrolment to the Interinstitutional nurseries or the After-school centre managed by the early childhood centre of the European Commission shall not be covered by the EEAS. However, in case the SNE makes use of these two facilities for their dependent children, the EEAS shall recover any invoiced cost (including the institutional and the parental contribution, estimated at approximately EUR 18,000 per year and per child) from the Seconded National Expert concerned on a yearly basis. For further information, please contact RM-01-COORDINATION@eeas.europa.eu.

Vacancy available from: 1 June 2025

Place of secondment: Brussels, Belgium

For further information, please contact:

Administrative questions: SNE-CSDP@eeas.europa.eu

Selection and profile related questions: Katariina Leinonen, Head of Division, +32 2 584 2325

Email: Katariina.Leinonen@eeas.europa.eu

^[3] <https://www.eursc.eu/en/Accredited-European-Schools/About>